

NAVAJO COUNTY LEADERSHIP ACADEMY

INNOVATION AT WORK

We are Navajo County

ARIZONA STATE UNIVERSITY – MASTERS IN
PUBLIC ADMINISTRATION

OCTOBER 30, 2013

THE CHALLENGE

- Navajo County, a training ground
- Struggle to retain skilled and talented employees
- Limited training funds

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THE SOLUTION

- Offer competitive employee development
- Create training program/curriculum that is Navajo County-centric
- Accreditation with state agencies
- Utilized internal talent as instructors

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LEADERSHIP ACADEMY - A LEARNING PARTNERSHIP

- Navajo County provides informative sessions that promote learning and skill-building
- Participant's manager provides coaching and support to capitalize learning opportunity
- Participant manages time and work duties while demonstrating new knowledge and skills on the job

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LEADERSHIP SUPPORT



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ACADEMY PROGRAM

- 10 required courses
- Central and South class locations
- Typical course duration 3-4 hours
- Instructors consisted of elected officials, department directors and subject matter experts
- Group lectures and activity-based learning

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SURPRISE BENEFIT

- Class relationships
 - Professional networks increased
 - Partnerships in learning
- Learning from one another
 - Sharing of knowledge and experiences
 - Instructors in facilitator role

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GRADUATIONS

- Two graduating classes
 - 2013 - 40
 - 2014 – 38
 - 2015 – Another 40 to begin in January
- Graduates
 - Some became 2014 instructors
 - Some to team/teach in 2015

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WHAT'S NEXT?

- Leadership Academy Evolving
 - Improve from previous year
- Continued Learning
 - Exploring continued learning for Academy graduates
- Northland Pioneer College
 - First Leadership Academy fall 2014

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MEET THE 2014 GRADUATES!



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IN CLOSING . . .

- Thank You
 - Strategic Planning Team
 - Board of Supervisors
 - Elected Officials & Department Directors
 - Instructors
- Meet the Graduates
 - Cecilia Larson

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